

Social Care Services Board
2 September 2016
Recommendation Response

“The Committee recommends that consideration be given to all staff to ensure that they are given ample opportunities to continue working for ASC or within the council.

Date of original meeting: 10 April 2015

Response:

Supporting staff affected by the homes closures to continue their employment with the Council or, if not possible, within the Surrey Care Sector, has been a key focus of the Programme.

The council's Change Management and Redeployment Policy has been applied. A flexible approach to Adult Social Care interviews has also been taken, which fully recognised the skills and expertise offered by the staff.

We have worked creatively with partners to provide other opportunities such as Surrey Care Association, the Department of Work and Pensions and local independent sector care providers, taking into account that some people wanted to seek alternative employment.

A comprehensive learning and development programme, with the support of trade unions, was put in place with the primary aim of supporting staff to be successful in application and appointment into alternative roles within the council or retaining care skills in the local care industry; with other local authorities or in the independent care sector.

Helen Atkinson, Strategic Director for Adult Social Care and Public Health

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